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ABSTRACT

Given the diversity of existing patterns of regulations and agencies, this directory is intended to be a guide to the administrative structure and functional responsibilities of the agencies within the various states for the conduct of public sector labor relations. It is not meant to be a statutory analysis nor does it deal with the extent of activity or the impact of these agencies upon the climate of public employee-management relations within their respective jurisdictions. For each of the 27 states included in this directory, legal and Government Employee Relations Report citations for the various state laws are provided in footnotes. The publications cited generally include the rules and procedures, decision reporting systems, and annual reports for each administrative agency identified. Related directories are available as VT 015 586 and VT 015 587 in this issue. (Author/JS)

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LABOR RELATIONS
INFORMATION EXCHANGE

BUREAU OF LABOR-MANAGEMENT RELATIONS
DIRECTORY OF PUBLIC EMPLOYEE
ORGANIZATIONS AND PUBLIC
EMPLOYMENT RELATIONS ACTIVITIES

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A Directory of Public Employment Relations Boards and Agencies

A Guide to the Administrative Machinery for the Conduct of Public Employee-Management Relations within the States.

November 1971

U.S. DEPARTMENT OF LABOR

J. D. HODGSON,
Secretary

LABOR-MANAGEMENT SERVICES ADMINISTRATION

W. J. USERY, JR.
Assistant Secretary

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FOREWORD

In the past decade, numerous state statutes have been passed regulating public employee-management relationships. At the present time, thirty-five states have enacted approximately sixty public employee-management relations statutes delineating in varying degrees the substance, jurisdiction, and parameters of state and local government labor relations. Many of these laws, however, do not establish a procedure or an agency for the administration of public sector labor relations.

In those states providing for the administration of statutes, there are three major forms of administrative agencies. The first pattern embodies the use of an existing administrative agency, or combination of agencies, to administer the public employee-management relations statute. In such cases, a State department of labor, a mediation or private sector employment relations board, or other such agencies are functionally expanded to include the public sector. Fifteen states have followed this pattern.[1] A second pattern consists of the creation of a new agency specifically charged with the administration and regulation of the public employee-management relationship as defined under the statute. This type of organization usually takes the form of a Public Employment Relations Board (PERB) or Commission. Eight states and the District of Columbia have established such mechanisms.[2]

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1. Connecticut, Delaware, Idaho, Maine, Massachusetts, Michigan, Minnesota, Missouri, Nebraska, Pennsylvania, Rhode Island, South Dakota, Vermont, Washington, and Wisconsin.

2. Hawaii, Kansas, Nevada, New Hampshire, New Jersey, New York, Oregon, Vermont.

A third type of administrative machinery involves the use of an existing functional state agency to handle public employee-management relations within its specialized area. Nine states, for example, use State boards of education or the State superintendents of public instruction to administer teacher statutes.[3] In Montana, the statute governing nurses in health care facilities is administered by the State Board of Health.

The major functions over which administrative agencies exercise jurisdiction include matters of representation and recognition (unit determination, conduct of elections, certification), impasse procedures for resolution of disputes (mediation, fact-finding, and arbitration), and prevention of unfair labor practices.

In many cases, the Public Employment Relations Board or other administrative agency with similar responsibility will administer all functions authorized by law, including representation issues, procedures for impasse resolution, and unfair labor practices. There are seven states and the District of Columbia which have a single agency that performs all these functions.[4] Six states have established agencies with authority over matters of representation and impasse procedures.[5]

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3. Delaware, Connecticut, Idaho, Kansas, Maryland, Nebraska, Rhode Island, Washington and Oregon.

4. Hawaii, Michigan, Nevada, New York, Pennsylvania, Vermont, and Wisconsin.

5. Maine, Minnesota, Nebraska, New Jersey, Oregon, and South Dakota.

In other cases, functional responsibility may be limited to representation questions or only to impasse resolution. Missouri, New Hampshire, Rhode Island, and Delaware have agencies responsible only for issues concerning representation. Agencies in Connecticut, Massachusetts, Vermont (SLRB), and Washington are empowered to deal with matters of representation and unfair labor practices. Kansas, has provided its administrative agency with exclusive authority to deal with impasse resolutions and unfair labor practices as well. Eleven states and the District of Columbia have administrative agencies authorized to hear and make rulings on unfair labor practices.[6]

Administering agencies may be authorized to recommend or conduct such activities as fact-finding, mediation and arbitration, but may not always be the performing agency. When administering agencies delegate authority for such functions as mediation, often the action agency is a State Board of mediation or similar body. At least eight states authorize the use of the services provided by these agencies.[7] In some states, the administrative agency is empowered to initiate procedures for mediation, fact-finding, and arbitration. In other states, the provision of such services is incumbent upon the request of the parties.

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6. Connecticut, Hawaii, Kansas, Massachusetts, Michigan, Nevada, New York, Pennsylvania, Vermont, Washington and Wisconsin.

7. Connecticut, California, Massachusetts, Maine, New Jersey, Oregon, Pennsylvania, and Washington.

Given the diversity of existing patterns of regulations and agencies, this Directory of Public Employment Relations Boards and Agencies is intended to be a guide to the administrative structure and functional responsibilities of the agencies within the various states for the conduct of public sector labor relations. It is not meant to be a statutory analysis nor does it deal with the extent of activity or the impact of these agencies upon the climate of public employee-management relations within their respective jurisdictions. (For an analysis of the legal status of public sector labor relations in all fifty states, consult the chart entitled, SUMMARY OF STATE POLICY REGULATIONS FOR PUBLIC SECTOR LABOR RELATIONS: Statutes, Attorney General's Opinions and Selected Court Decisions, published by the Division under separate cover).

For each state included in this Directory, legal and Government Employee Relations Report (GERR) citations for the various state laws are provided in footnotes. The publications cited generally include the rules and procedures, decision reporting systems, and annual reports for each administrative agency that we have been able to identify. The "Key to Administrative Agency Coverage" is a guide to the coding system developed to indicate agency jurisdiction.

This directory was prepared by Thomas J. Colucci and Marc E. Schieber under the supervision of Jerome T. Barrett, Chief, Division of Public Employee Labor Relations, Office of Labor-Management Relations Services.

KEY TO ADMINISTRATIVE AGENCY COVERAGE

The following designations are exclusive. Each symbol denotes jurisdiction only over those employees indicated.

(M) - depending on the State, this indicates coverage of municipal employees, and for some States coverage of all public employees below the State level.

(S) - indicates coverage of all public employees in the State Service.

(T) - indicates coverage of public school teachers.

(P) - indicates coverage of Policemen.

(F) - indicates coverage of Firefighters.

(G) - indicates coverage of all public employees, as defined by the Statute of the State.

(N) - indicates coverage of nurses.

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CALIFORNIA

There are four public employee-management relations statutes in California. These cover public employees (except state employees),[1] teachers[2] and firemen.[3] State employees are covered under the Governor's Executive Order[4] and by statute.[5]

The "Meyers-Milias-Brown Act" allows local jurisdictions to establish their own methods of administering public employee-management relations. Los Angeles City and Los Angeles County, among others, have established part time Employee Relations Boards to administer local labor relations. There is no state agency for the administration of any of the public employee statutes, however, the State Conciliation Service provides impasse assistance in both the private and public sector.

Administrative and/or Impasse Agency	Function
State Conciliation Service Supervisor, Mr. Ralph Duncan P. O. Box 603 San Francisco, California 94101 (415) 557-2426	(M) Mediation; in absence of local procedures, mediates and makes recommendations for resolution of unit disputes upon request of either party.

1. "Meyers-Milias-Brown Act," Sections 3500-3510 of the Government Code, as added by Chapter 1964, 1961 Legislature. Last amended by Chapter 64, 1970 Legislature, and H.B. 1107, 1971 L.
2. "The Winton Act," Sections 13080-13088, Chapter 2041 of the Education Code, 1965 Legislature, amended by S.B 293 and A.B. 820, 1970 Legislature, as amended by A.B. 1620, 1971 L., effective 1971. (GERR RF-20, 51:1412).
3. Sections 1960 through 1963 of the Labor Code. (GERR RF-20, 51:1414).
4. "Governor's Policy on State Public Employer-Employee Relations," Governor Reagan's Executive Order, February 23, 1971. (GERR RF-20, 51:1414).
5. Sections 3525 to 3536, added to Division 4, Title 1, Government Code, by Chapter 254, 1971 Legislature, effective December 1, 1971. (GERR RF-31, 51:1412).

CONNECTICUT

There are two public employee-management relations statutes in Connecticut. These cover municipal employees[1] and teachers.[2]

The State Labor Relations Board is the administrative agency responsible for the conduct of both public and private sector labor relations. The Board is composed of three part-time members assisted by a full time director and staff. The State Board of Education administers the teacher statute.

Administrative and/or Impasse Agency	Function
State Labor Relations Board Chairman, Fleming James, Jr. 200 Folly Brook Boulevard Weathersfield Hartford, Connecticut 06115 (203) 566-5160	(M) Unit determination, elections, unfair labor practices.
State Board of Mediation and Arbitration Chairman, Robert L. Stutz 200 Folly Brook Boulevard Weathersfield Hartford, Connecticut 06115	(M) Mediation, fact-finding.
State Board of Education William J. Sanders Secretary and Commissioner of Education P. O. Box 2219 Hartford, Connecticut 06115	(T) Certification of exclusive representative; mediation, advisory arbitration.

Publications:

State Board of Labor Relations, General Regulations-Relating to the Administration of the Municipal Employees Act. Wethersfield, Hartford, Connecticut 1969. Also Annual Reports.

Connecticut State Board of Mediation and Arbitration, Fact-Finding Procedures Pursuant to Municipal Employee Relations Act. Wethersfield, Hartford, Connecticut. Also Annual Report, 7/1/69 - 6/30/70.

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1. "Municipal Employee Relations Act," P.A. 159, effective June 4, 1965, amended October 1, 1969. (GERR RF-1, 51:1611)
2. Title 10, Chapter 166, P.A. 298 amended by P.A. 811 in 1969, effective July 1, 1969. (GERR RF-1, 51:1614)

DELAWARE

There are two public employee-management relations statutes in Delaware. These cover public employees[1] and teachers.[2]

The Division of Unemployment Insurance of the State Department of Labor and Industrial Relations administers the public employee statute. The teacher statute is administered by the State Board of Education. Administrative responsibility for the conduct of private sector labor relations is vested in the Division of Industrial Relations of the State Department of Labor and Industrial Relations.

Administrative and/or Impasse Agency	Function
State Department of Labor and Industrial Relations Division of Unemployment Insurance Chairman, Edward T. Campbell 506 West 10th Street Wilmington, Delaware 19801 (302) 658-4331	(G, except T) Unit determination, conducts elections, certifies exclusive bargaining representative; mediation.
State Board of Education Kenneth C. Madden State Superintendent of Public Instruction Dover, Delaware 19901	(T) Conducts elections, certifies exclusive bargaining representative.

1. "Right of Public Employees to Organize," Title 19, Chapter 13, Delaware Code, Sections 1301-1313, 1965 Legislature, effective June 15, 1965. (GERR RF-1, 51:1711).
2. Title 14, Chapter 40, Delaware Code, 1969 Legislature, effective October 31, 1969. (GERR RF-1, 51:1712).

DISTRICT OF COLUMBIA

There is one comprehensive executive order governing public employee-management relations in the District of Columbia.[1]

The Board of Labor Relations, composed of five part-time members, administers public employee-management relations as defined in the Executive Order. The Board may appoint staff as necessary. Interim staff may be furnished by the Personnel Office.

Administrative and/or Impasse Agency	Function
Board of Labor Relations Willoughby Abner, Chairman 1815 H Street, N. W. Washington, D. C. 20006 (202) 628-1545	(M,F) Resolves unfair labor practices, unit determination, certification; resolves impasses through fact-finding and final, binding arbitration.

1. Executive Order No. 70-229 of the Commission of the District of Columbia, effective June 19, 1970. Implemented by Chapter 25A of the District Personnel Manual. (GERR RF-10, 51:6011)

HAWAII

There is one comprehensive public employee-management relations statute covering all public employees in Hawaii.[1]

A full-time Public Employment Relations Board composed of three members serving six-year terms administers the statute. The Board is assisted by a full-time staff, and ad hoc neutrals for impasse resolution.

Administrative and/or Impasse Agency	Function
Hawaii Public Employment Relations Board Mack Hamada, Chairman 909 City Bank Building Honolulu, Hawaii 96813 (415) 556-0220 (ask for 536-4355)	(G) Unit determination, conducts elections, certification of exclusive representative, unfair labor practices; appoints mediators, fact-finding boards, and arbitrators.

Publications:

Hawaii Public Employee Relations Board, "Rules of Practice and Procedure of Hawaii Public Employment Relations Board," Government Employee Relations Report No. 406, June 21, 1971, E1-E20.

1. Act 171, 1970 Legislature, effective July 1, 1970. (GERR RF-28, 51:2011).

IDAHO

There are two public employee-management relations statutes in Idaho. These laws cover firefighters[1] and teachers.[2]

In addition to private sector duties, the State Labor Commissioner has limited responsibility for administration of the statute covering firefighters. The limited administration of the teacher statute is under the jurisdiction of the Superintendent of Public Instruction.

Administrative and/or Impasse Agency	Function
State Labor Commissioner Mr. B. R. Brown Industrial and Administration Building 317 Main Street Boise, Idaho 83702 (208) 384-3250	(F) If required appoints third member of ad hoc fact-finding commission.
State Superintendent of Public Instruction Delmer F. Engelking State House Boise, Idaho (208) 384-3300	(T) Appoints fact finders if parties cannot agree on appointment.

1. Chapter 138, 1970 Legislature, effective 1970. (GERR RF-20, 51:2111).
2. H.B. 209, signed March 12, 1971, effective July 1, 1971. (GERR RF-20, 51:2112).

KANSAS

There are two public employee-management relations statutes in Kansas. These laws cover public employees[1] and teachers.[2]

A new Public Employee Relations Board composed of five part-time members, serving four year terms, administers the statute which becomes effective March 1, 1972. The Board members have not yet been appointed. Staff and office space are to be provided by the Director of the Department of Administration as needed. The teacher statute is administered by the State Board of Education.

Administrative and/or Impasse Agency	Function
Public Employee Relations Board Department of Administration	(S, M /when coverage under statute is elected/) Appoints mediators, arbitrators, and fact-finding panels; conducts hearings, inquiries on improper practices by employer agencies and employee organizations; aids parties in effecting voluntary resolution of disputes.
Commissioner of Education State Board of Education C. Taylor Whittier Kansas State Education Building 120 East 10th Street Topeka, Kansas 66612	(T) Unit determination, conducts hearings, investigations, elections, if necessary; investigates petitions challenging exclusive representation.

1. S.B. 333, signed April 8, 1971, effective March 1, 1972. (GERR RF-23, 51:2511)
2. H.B. 1647, effective March 23, 1970. (GERR RF-23, 51:2516)

MAINE

There is one public employee-management relations statute in Maine. The law covers all public employees except state employees.[1] A second law establishes a grievance procedure for state employees.[2]

The Department of Labor and Industry has major responsibility for administration of both the public employee statute and private sector labor relations. A three-member, part-time Public Employee Relations Appeal Board has been established with a permanent secretary serving as staff. A State Employee Appeals Board composed of three, part-time members administers the grievance procedure for state employees.

Administrative and/or Impasse Agency	Function
Department of Labor and Industry Miss Marian E. Martin, Commissioner State Office Building Augusta, Maine 04330 (207) 289-3331	(M) Unit determination, conducts elections, assigns fact-finders upon request of parties.
Board of Arbitration and Conciliation Lawrence J. Thebeau, Chairman Freeport, Maine 04032 (207) 865-4990	(M) Provides fact finding when requested.
Public Employee Labor Relations Appeal Board David F. Aldrich, Chairman 207 South Maine Street South Paris, Maine (207) 743-6308	(M) Adopts rule of procedure; handles appeals from commissioner rulings.
State Employees Appeal Board	(S) Impartial board of arbitration; mediates all grievances and disputes, binding decisions.

Publications:

Maine Department of Labor and Industry, Municipal Public Employees Labor Relations Law Rules, Augusta, 1970.

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1. "Municipal Public Employees Labor Relations Act," Chapter 9-A, 1969 Legislature, amended by Chapter 578, 1970 Legislature, effective February 9, 1970. (GERR RF-1, 51:2811).
2. Chapter 63, amended by Chapter 550, 1970 Legislature, effective January 28, 1970. (GERR RF-1, 51:2811).

MARYLAND

There is one public employee-management relations statute in Maryland. Its coverage is limited to teachers.[1] Municipal employees in the City of Baltimore are covered under a City Council Ordinance.[2]

The State Board of Education has responsibility for the administration of the teacher statute.

Administrative and/or Impasse Agency	Function
State Board of Education James A. Sensenbaugh Superintendent of Schools 301 West Preston Street Baltimore, Maryland 21201 (301) 383-3010	(T) Conducts elections, certifies exclusive representative; appoints mediation panel upon request of parties; reports and makes recommendations on disputes.

1. Section 160, Chapter 405, 1969 Legislature, effective July 1, 1969. (GERR RF-24, 51:2911).
2. Sections 110-124, Article 1 of Baltimore City Code, effective September 30, 1968. (GERR RF-24, 51:2912).

MASSACHUSETTS

There are two major public employee-management relations statutes in Massachusetts. The laws cover state employees[1] and local employees including teachers.[2]

The three member, full time State Labor Relations Commission administers the two public employee statutes as well as a private sector statute. The Commission is assisted by a full time staff.

Administrative and/or Impasse Agency	Function
State Labor Relations Commission Madeline H. Miceli, Chairman Leverett Saltonstall Building Government Center 100 Cambridge Street Boston, Massachusetts 02202 (617) 727-3506	(S,M,T) Conducts elections, makes unit determinations; hears and rules on unfair practices.
State Board of Conciliation and Arbitration Mr. George M. Romanos, Chairman 100 Cambridge Street Boston, Massachusetts 02202 (617) 727-3454	(M,T) Fact-finding, mediation and arbitration services.

Publications:

Massachusetts Labor Relations Commission, Collective Bargaining Under General Laws of the Commonwealth of Massachusetts. (includes rules and procedures). Boston, 1970. Also Report of the Activities of the Labor Relations Commission of the Commonwealth of Massachusetts, 7/1/69- 6/30/70, Boston, 1970.

1. Sections 178D and 178F, Chapter 149, 1965 Legislature, amended by H.B. 5045, 1969 Legislature, effective July 15, 1969. (GERR RF-18, 51:3011)
2. Sections 178G - 178N, Chapter 149, 1965 Legislature, amended by H.B. 5045, 1969 Legislature, effective July 15, 1969. (GERR RF-18, 51:3012)

MICHIGAN

There is one comprehensive public employee-management relations statute in Michigan covering all public employees except those in the State Classified Service.[1] An experimental law providing for binding arbitration for policemen and firefighters, expires June 30, 1972.

The three-member, part-time Employment Relations Commission administers the statutes for both private and public sector employee-management relations. The Commission has a director and a large full-time staff.

Administrative and/or Impasse Agency	Function
Employment Relations Commission Robert G. Howlett, Chairman 1400 Cadillac Square Building Detroit, Michigan 48226 (313) 222-3070	(G, except S) Mediates impasses and grievances, conducts elections, unit determination, certifies exclusive representative, rules on unfair labor practices. (P,F) Appoints impartial arbitrator or Chairman of ad hoc arbitration panel, if parties cannot agree. Panel makes binding decisions.

Publications:

Michigan Employment Relations Commission, General Rules and Regulations, (1968 Annual Administrative Code Supplement, State of Michigan, PP 4766-4776), Lansing, 1969.

Michigan Department of Labor, "Employment Relations Commission," Annual Report, Fiscal Year 1968-69 Lansing, 1969.

Decisions of the Michigan Employment Relations Commissions, Published Monthly, Available: Labor Opinions, Box 7105, North End Station, Detroit, Michigan 48202.

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1. "Public Employment Relations Act" (PERA), H.B. 2953, 1965 Legislature, effective July 23, 1965. (GERR RF-1, 51:3111).
2. P.A. 312, 1969 Legislature, effective October 1, 1969, expires June 30, 1972. (GERR RF-18, 51:3114).

MINNESOTA

There is one comprehensive public employee law in Minnesota which covers all major groups of public employees. This law becomes effective July 1, 1972.

Both the Minnesota Public Employment Relations Board and the Bureau of Mediation Services administer the law.

Administrative and/or Impasse Agency	Function
Minnesota Public Employment Relation's Board (to be appointed)	(G) Hears appeals on unit determination questions, initiates impasse arbitration.
Bureau of Mediation Services Vern E. Buck, Director 420 State Office Building St. Paul, Minnesota 55155 (612) 221-2525	(G) Unit determination, certification, mediation.

Publication:

Minnesota Bureau of Mediation Services, Rules and Regulations of the Bureau of Mediation Services, 1969 edition, Minnesota Administrative Rules and Regulations, St. Paul's Documents Section Minnesota Department of Administration, 1969.

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1. Senate Bill 4, 1971 Legislature, effective July 1, 1972. (GERR RF-35, 51:3211).

MISSOURI

There is one public employee-management relations statute in Missouri covering all public employees except policemen and teachers.[1] It is administered by the State Board of Mediation in addition to that agency's responsibilities for private sector labor relations.

Administrative and/or Impasse Agency	Function
State Board of Mediation Daniel C. Rogers, Chairman P.O. Box 298 Jefferson City, Missouri 65101 (314) 635-1131	(G, except T,P) Resolves issues of unit determination and representation questions.

1. H.B. No. 166, 1967 Legislature, amended by S.B. 36, 1969 Legislature, effective October 13, 1969. (GERR RF-1, 51:3411).

MONTANA

There are two public employee-management relations statutes in Montana. One covers nurses in public and private facilities[1]. The other covers teachers and school principals.[2]

The Senior District Judge of the County has limited responsibility for the administration of the teacher statute. The State Board of Health administers the statute covering nurses.

Administrative and/or Impasse Agency	Function
Senior District Judge of the County	(T) If parties cannot agree on third member of impasse panel, submits list of five names of qualified individuals.
State Board of Health John S. Anderson, M.D. Executive Officer Cogswell Building Helena, Montana 59601	(N) Unit determination, conducts elections.

1. Chapter 320, 1969, Legislature effective July 1, 1969. (GERR RF-22, 51:3511)
2. "Professional Negotiations Act for Teachers" H.B. 455, signed March 18, 1971 effective July 1, 1971 (GERR RF-22, 51:3512).

NEBRASKA

There are two public employee-management relations statutes in Nebraska. One covers all public employees including employees of public utilities,[1] the other covers teachers.[2]

The five-judge Court of Industrial Relations administers the public employee-management relations statute in addition to its responsibilities for private sector labor relations. The Court has no jurisdiction over teachers. The teachers' statute is administered by the State Board of Education.

Administrative and/or Impasse Agency	Function
Court of Industrial Relations George H. Turner, Chief Clerk 2413 State House Lincoln, Nebraska 68509 (402) 432-4447	(S,M) Determines questions of exclusive representation, unit determination, certification; establishes panels of mediators, fact-finding boards; arbitration; orders "good faith bargaining"; issues findings and final binding orders.
State Department of Education Cecil E. Stanley, Commissioner 233 South Ten Street Lincoln, Nebraska (402) 471-2295	(T) If required submits a list of five qualified persons to serve on ad hoc fact-finding Board. Board makes nonbinding recommendations for dispute settlement.

1. Chapter 178, 1947 Legislature, amended by L.B. 15, 1969 Legislature, effective 1969. (GERR RF-3, 51:3611).
2. "Nebraska Teachers' Professional Negotiations Act," H.B. 485, 1967 Legislature, effective October 23, 1967. (GERR RF-3, 51:3614).

NEVADA

There is one public employee-management relations statute in Nevada. It covers local government employees and teachers.[1]

The Local Government Employee-Management Relations Board composed of three part-time members serving four-year terms administers the Local Government Employee-Management Relations Act. The Board has a secretary and may appoint neutrals for impasse resolution.

Administrative and/or Impasse Agency	Function
Local Government Employee-Management Relations Board Paul H. Dahlberg, Chairman 215 East Bonanza Road Las Vegas, Nevada 89101 (702) 385-0298	(M,T) Establishes procedures for fact-finding, issues advisory guidelines for recognition and unit determination; makes final binding decisions, subject to judicial review, on appeals concerning questions of unit determination, recognition; conducts elections for exclusive representation on appeal from aggrieved employee organizations; rules on unfair labor practices, disputes over application and interpretation of law.

1. "Local Government Employee-Management Relations Act," (Senate Bill 87), 1969 Legislature, effective April 28, 1969. Amended by A.B. 178, Chapter 340, 1971 Legislature. (GERR RF-29, 51:3711).

NEW HAMPSHIRE

There is one public employee-management relations statute in New Hampshire. It covers only classified employees of the State and non-academic employees of the State University.[1]

The statute is administered by the three member, part-time Management-Employee Relations Commission composed of the Commissioner of Labor, the Secretary of State, and a chairman appointed by the Governor. The Commission's jurisdiction is confined to administration of the public employee-management relations statute. The Commission has no staff.

Administrative and/or Impasse Agency	Function
Management-Employee Relations Commission Mr. Arthur Bean, Jr., Chairman 1662 Elm Street Manchester, New Hampshire 03104 (603) 669-7011	(S, nonacademic employees of the State University) Unit determination, issues regulations for the conduct of elections, certifies exclusive representative.

1. Chapter 98C, State Code, 1969 Legislature, effective August 26, 1969. (GERR RF-1, 51:3811)

NEW JERSEY

There is one comprehensive public employee-management relations statute in New Jersey which covers all public employees including teachers.[1]

The seven-member, part-time Public Employment Relations Commission administers the statute. A full-time executive director and permanent staff provide support for the Commission. The State Board of Mediation provides assistance in impasses in both public and private disputes.

Administrative and/or Impasse Agency	Function
Division of Public Employment Relations New Jersey Public Employment Relations Commission Maurice M. Nelligan, Jr. Executive Director Labor and Industry Building Fitch Plaza, P.O. Box V Trenton, New Jersey 08625 (609) 292-2121	(G,T) Makes policy and establishes rules and regulations governing dispute settlement, grievance procedures and administration; unit determination, conducts elections, certification; recommends or invokes fact-finding, selects third arbitrator, if necessary.
State Board of Mediation Dr. William M. Weinberg Acting Chairman 1100 Raymond Boulevard, Rm. 306 Newark, New Jersey 07102 (201) 648-2860	(G,T) Mediation.
Rutgers University Institute of Management and Labor of Rutgers New Brunswick, New Jersey 08903	(G,T) Provides guidance and technical advice to parties.

Publications:

New Jersey Public Employment Relations Commission, Rules and Regulations and Statement of Procedure, New Jersey Employer-Employee Relations Act, 1968. Trenton, 1969.

Rutgers University, Institute of Management and Labor Relations, in cooperation with the New Jersey Public Employment Relations Commission, A Guide for PERC Hearings. New Brunswick, 1970.

1. "New Jersey Employer-Employee Relations Act," amended by Chapter 303, Laws of 1968, effective April 1, 1969. (GERR RF-1, 51:3911).

NEW YORK

There is one comprehensive public employee-management relations statute in New York which covers all public employees.[1] Employees of New York City are covered under a separate law.[2]

The Public Employment Relations Board consists of three members appointed for six-year terms by the governor. The full-time chairman directs a large permanent staff. The New York law provides that local governments may enact their own procedures if it is substantially similar to the state law. This has resulted in the creation of several "mini-PERBS" throughout the state. The best known is the Office of Collective Bargaining (OCB) in New York City, which has a seven-member tripartite board with a full-time chairman and a large staff.

Administrative and/or Impasse Agency	Function
Public Employment Relations Board Robert Helsby, Chairman 50 Wolf Street Albany, New York 06520 (518) 457-2854	(G) Resolves disputes concerning representation; determines appropriate unit, conducts elections, certifies bargaining representative; provides mediators, fact-finding boards, joint study committees, and arbitration panels upon request of parties; establishes procedures for prevention of unfair labor practices; imposes penalties and fines.
New York City Office of Collective Bargaining Mr. Arvid Anderson, Chairman City of New York 250 Broadway New York, New York 10007 (212) 566-3128	(M) Local Procedures in representation, dispute settlement consistant with State Public Employment Law

Publications:

New York State Public Employment Relations Board, Official Decisions, Opinions and Related Matters. Albany, 1968. (Yearly Publication) Also Rules of Procedure: A Guide to the Taylor Law. Albany, 1969. A Guide to Representation Proceedings Under the Taylor Law. Albany, 1970 "Year Three of the Taylor Law - A Time on Reflection," PERB News, Vol. 4, No. 5 (May 1971), Special Edition.

New York City. Office of Collective Bargaining, Summary Digest of Board of Collective Bargaining Decisions (January 1, 1968 - January 31, 1971) and Summary Digest of Board Certification Decisions (January 1, 1968 - January 31, 1971), prepared by Phillip Feldblum. New York, 1971.

New York City. Office of Collective Bargaining, Consolidated Rules of the Office of Collective Bargaining. New York, 1968. Also Annual Report, 1968, 1969, 1970. New York.

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1. "The Taylor Act," 1967 Legislature, amended 1970, effective May 21, 1970 amended 1971 Legislature, Chapters 503 and 504, Laws of 1971, signed June 17, 1971. (GERR RF-25, 51:4111).
2. "New York City Collective Bargaining Laws," Administrative Code Chapter 54 (Chapter 54 of the New York City Charter), implemented by Executive Order No. 52, September 29, 1967. (GERR RF-8, 51:4161).

NORTH DAKOTA

There are two public employee-management relations statutes in North Dakota. One covers all public employees[1] and the other covers only teachers[2].

The North Dakota Teachers Statute is administered by the Education Fact-Finding Commission which consists of three members, one appointed by the Superintendent of Public Instruction, one by the Governor and one by the Attorney General. Members are appointed for three years. Commission members serve on a part-time basis. The Commission may appoint fact-finders to resolve impasses.

Administrative and/or Impasse Agency	Function
Education Fact-Finding Commission William S. Gussner, Chairman 402 Third Avenue North East Jamestown, North Dakota 58401	(T) Conducts elections, performs fact-finding on request of either party

1. Chapter 34-11, enacted by Chapter 219, 1951 Legislature. (GERR RF-1, 51:4311)
2. H.B. 175, 1969 Legislature, effective July 1, 1969. (GERR RF-1, 51:4312)

OREGON

There are two public employee-management relations statutes in Oregon. These laws cover state and local employees[1] if the jurisdiction elects to be covered, and teachers.[2] Municipal employees of the City of Portland are covered by an ordinance of the City Council.[3]

The Oregon Public Employee Relations Board consists of three members who serve on a part-time basis. The Board has an executive secretary and a small staff. The Board, in providing for resolution of impasses, may assign its duties and responsibilities to the State Conciliation Service or to ad hoc committees who are knowledgeable in the field of labor relations. Since Oregon's political subdivisions are covered only if they elect to be covered by state law, several cities have created their own local public employee relations boards.

Administrative and/or Impasse Agency	Function
Public Employee Relations Board Melvin H. Cleveland, Executive Secretary Labor and Industries Building Salem, Oregon 97310 (503) 378-3807	(S,M, / when coverage under statute is elected / N) Determines units, conducts elections for exclusive representation; upon request of parties, provides conciliation, mediation, fact-finding and voluntary arbitration for dispute settlement.
State Conciliation Service	(S,M) Provides conciliation and assumes responsibilities, if assigned by the Board.
Superintendent of Public Instruction Dale R. Parnell State Department of Education Salem, Oregon 97301	(T) Maintains list of mediators and fact-finders; appoints mediator, fact-finder, if parties fail to agree.

Publications:

Oregon Public Employee Relations Board, Rules of the Public Employee Relations Board, as amended, Salem, 1970. Also Annual Report, 1969-1970, Salem, 1970.

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1. Oregon Revised Statutes, Sections 243.710 through 243.760, amended by S.B. 55, effective July 1, 1969. (GERR RF-1, 51:4611).
2. Oregon revised Statutes, Sections 342.450 through 342.470, amended by H.B. 1826, effective June 16, 1960, amended by S.B. 314, 1971 Legislature, (GERR RF-1, 51:4612).
3. Sections 3-2202, 3-2203, and 3-2208 of Ordinance No. 128058 for City of Portland, effective November 14, 1968. (GERR RF-1, 51:4614).

PENNSYLVANIA

There are three public employee-management relations statutes in Pennsylvania. One law covers all public employees of the State, its counties and municipalities except police and firefighters;[1] another covers municipal policemen and firefighters,[2] and a third covers municipal transit employees.

The Pennsylvania Labor Relations Board deals with both the private and public sector. The Board is comprised of 3 full time members. It also has an executive director, and staff. The Police and Fire Arbitration Act and the act covering municipal transit authority employees have no specific provisions for administration. The State Mediation Bureau provides impasse assistance in both public and private disputes.

Administrative and/or Impasse Agency	Function
Pennsylvania Labor Relations Board Raymond L. Scheib, Chairman 1617 Labor and Industry Building 7th and Foster Harrisburg, Pennsylvania 17120 (717) 787-4895	(G, except P and F) Unit determination, conducts elections, certification of exclusive representative, unfair practices; responsibility for fact-finding, appoints fact-finding panel.
Pennsylvania Bureau of Mediation Phillip M Curran, Director Labor and Industry Building Harrisburg, Pennsylvania 17120 (717) 787-2803	(G) Mediates impasses.

Publications:

Pennsylvania Labor Relations Board, Rules and Regulations, Pennsylvania Labor Relations Board, Harrisburg, 1970. (Also reprinted in GERR No. 373, November 2, 1970, E1-E18).

1. "Public Employee Relations Act," S.B. 1333, 1970 Legislature, effective October 21, 1970. (GERR RF-3, 51:4711).
2. S.B. 1343, 1968 Legislature, effective June 24, 1968. (GERR RF-3, 51:4719).
3. Section 1, added by Act 228, 1967 Legislature, effective January 26, 1967. (GERR RF-3, 51:4720)

RHODE ISLAND

The are five public employee-management relations statutes in Rhode Island. Separate laws cover state employees,[1] municipal employees,[2] teachers,[3] firemen,[4] and policemen.[5]

The Rhode Island State Labor Relations Board deals with both private and public sector labor relations. The Board is comprised of three full time members appointed by the governor for a six-year term. The Board has a permanent staff. All of the public sector laws in Rhode Island are amendments to the Labor Relations Act for the private sector.

Administrative and/or Impasse Agency	Function
State Labor Relations Board Mr. Samuel Azzinaro, Chairman 235 Promenade Street Providence, Rhode Island 02908 (401) 277-2752	(M, except T, P, F) Unit determination, conducts elections, determines exclusive representative.
Department of Labor Francis E. Doherty, Director 235 Promenade Street Providence, Rhode Island 02908 (401) 277-2771	(M, except T, P, F) Provides mediation and conciliation services, arbitration, if requested by the parties.
State Department of Education Dr. Fred G. Burke, Superintendent 199 Promenade Street Providence, Rhode Island 20908 (401) 277-2672	(T) Provides mediation and conciliation, designates arbitrators upon request of the parties.
Rhode Island Supreme Court	(P,F) Selects third arbitrator, if required. (Law provides for binding arbitration).

Publications:

Rhode Island State Labor Relations Board, Rhode Island State Labor Relations Act and General Rules and Regulations, Providence, 1970. Also Annual Report - 1970, Providence, 1970.

1. Title 36, Chapter 11, P.L. 1958, Chapter 178, amended by S.B. 28, 1970 Legislature, effective April 30, 1970. (Also see Section 28-7-45, Labor Relations Act) (GERR RF-1, 51:4811)
2. Sections 28-9.4-1 to 28-9.4-19, enacted by S. 386, Substitute "B", 1967 Legislature, effective April 19, 1967. (GERR RF-1, 51:4811)

3 Title 28, Chapter 9.3, amended by S.B. 542, 1966 Legislature, effective May 11, 1966. (GERR RF-1, 51:4813).

4 Title 28, Chapter 9.1, Sections 28-9.1-2 to 28-9.1-14, amended by S.B. 379, 1970 Legislature, effective April 12, 1970; and S.B. 375, 1970 Legislature, effective April 20, 1970. (GERR RF-1, 51:4814).

5 Title 28, Chapter 9.2, Section 28-9.2-2 to 28-9.2-14, amended by S. 380, 1970 Legislature, effective April 20, 1970. (GERR RF-1, 51:4816).

SOUTH DAKOTA

There are two public employee-management relations statutes in South Dakota. One covers state, municipal employees and teachers.[1] The other covers fire and police department employees.[2]

The State Commissioner of Labor and Management Relations administers the former statute in addition to his administrative responsibilities for private sector labor relations. The State Labor Relations Board appoints the Commissioner and establishes procedures. The police and firefighter statute is unadministered.

Administrative and/or Impasse Agency	Function
State Department of Labor and Management Relations Commissioner of Labor and Management Relations Mr. Henry Carter Motor Vehicle Building Pierre, South Dakota 57501 (605) 224-3681	(S,M,T) Enforces all labor laws; executes Board Policy; unit determination, certification, binding decisions on grievance appeals.
State Labor and Management Relations Board	(S,M,T) Appoints commissioner; enacts rules and regulations.

Publications:

South Dakota Industrial Commission, Labor Division (now State Department of Management Relations), Rules Governing the Administration of SDCL 3-18-4 and 3-18-5. Pierre, 1970. Also Biennial Reports of the South Dakota Industrial Commission for the Period Ending June 30, 1970. Pierre, 1970.

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1. Chapter 3-18, 1970 Legislature, revised July 1, 1970, effective 1970. (GERR RF-29, 51:5011)
2. S.B. 121, Signed March 19, 1971, effective 90 days after Legislative Adjournment. (GERR RF-29, 51:5012)

VERMONT

There are three public employee-management relations statutes in Vermont. The laws cover state employee (including state college personnel)[1], municipal employees (including firefighters)[2] and teachers.[3]

The administration of these three statutes is assigned to several administrative agencies. The statute covering state employees is administered by a three member, part-time State Employee Labor Relations Board located in the Department of Industrial Relations. The Board appoints ad hoc staff to serve as mediators. The State Labor Relations Board in addition to its responsibilities for private sector labor relations administers the statute covering municipal employees and firemen. Under this statute the Commissioner of Labor and Industry has responsibility for appointing ad hoc neutrals. The American Arbitration Association is authorized by the teacher statute to appoint mediators and third fact-finders upon request of the parties.

Administrative and/or Impasse Agency	Function
State Employee Labor Relations Board Charles T. Shea, Esq., Chairman 109 S. Winooski Avenue Burlington, Vermont 05401 (802) 862-5759	(S) Appoints mediator, authorizes fact-finding, unit determination, conducts elections, certifies exclusive bargaining representative; prevention of unfair labor practices; administers grievance procedure.
State Labor Relations Board Donald E. O'Brien, Esq, Chairman 231 S. Union Street Burlington, Vermont 05401 (802) 863-6879	(M, F) Conducts elections, determines exclusive representative; unfair labor practices.
	(M, F) Appoints mediator; appoints third fact-finder, if required.
Commissioner of Labor and Industry Mr. Louis Lavin Department of Labor and Industry Montpelier, Vermont 05602 (802) 223-2311	

Publication:

Vermont State Labor Relations Board, "Rules of Procedure," Vermont Labor Relations Law (No. 198, Act of 1967) and Rules of Procedure. Montpelier, Vermont Department of Labor and Industry. Also "Report to the Governor," December 31, 1970.

1. "State Employee Labor Relations Act," Chapter 27, 1969 Legislature, effective April 24, 1969. (GERR RF-1, 51:5411).
2. Act No. 198, 1967 Legislature, as amended by P.A. 230, 1970 Legislature, effective July 1, 1970. (GERR RF-26, 51:5417).
3. "Labor Relations Act for Teachers," Chapter 57, 1969 Legislature, effective September 1, 1969. (GERR RF-26, 51:5418).

WASHINGTON

There are four public employee-management relations statutes in Washington. The laws cover local government employees,[1] public school teachers,[2] state university system educators,[3] and port district employees.[4] State employees are covered by a Governor's Executive Order.[5]

There is no administrative agency with jurisdiction over state employee-management relations under the Governor's Executive Order. The local government employee statute is administered by the State Department of Labor and Industries which also administers private sector labor relations. The State Superintendent of Public Instruction administers the public school teacher statute and the Higher Education Personnel Board administers the State University statute.

Administrative and/or Impasse Agency	Function
State Department of Labor and Industries William G. Jacobs, Director General Administration Building Olympia, Washington 98501 (206) 753-6341	(M) Unit determination, conducts elections and certifies exclusive representative, if necessary; unfair labor practices.
State Mediation Service C. W. Ramage, Supervisor General Administration Building Olympia, Washington 98501 (206) 753-6341	(M) Mediation.
State Superintendent of Public Instruction Mr. Louis Bruno State Board of Education Olympia, Washington 98501	(T, Public School) Appoints educators and school directors to committees for dispute settlement (non-binding recommendations).
Higher Education Personnel Board	(T, State University Educators) Unit determination, certification of exclusive bargaining representative.

Publications:

Washington State Department of Labor and Industries, Industrial Relations Division, Public Employees' Collective Bargaining Act (RCW 41.56) and Rules (WAC 296-132), Olympia, January, 1971. Also 1970 Annual Report, Human Resources Agencies - . . . Needs . . . Goals. Olympia, 1970.

1. "Public Employees Collective Bargaining Act." Sections 41.56.00-41.56.900, Chapter 108, 1967 Legislature, effective July 1, 1967, amended by Chapter 215, 1969 Legislature. (GERR RF-15, 51:5611).
2. Chapter 28.72, Revised Code of Washington, Sections 28.72.010-.090. (GERR RF-28, 51:5613)
3. Section 10, Chapter 19, 1971 Legislature, effective April 2, 1971. (GERR RF-28, 51:5614).
4. S.B. 34, Sections 1-6, 1967 Legislature, effective March 21, 1967. (GERR RF-28, 51:5615).
5. Daniel T. Evans, Governor, State of Washington, E.O. 71-04.

WISCONSIN

There are two comprehensive public employee-management relations statutes in Wisconsin. The laws cover state employees,[1] and local employees including teachers.[2]

The three member, full time Wisconsin Employment Relations Board administers all public and private sector labor relations statutes in the state. The Board has a large full time staff; ad hoc neutrals are used as necessary.

Administrative and/or Impasse Agency	Function
Wisconsin Employment Relations Board Morris Slavney, Chairman 30 West Miflin Street, Room 906 Madison, Wisonsin 53703 (608) 266-1381	(M, T, S) Makes unit determinations, conducts elections, certifies exclusive representative; provides mediation, fact-finding and arbitration; hears and rules on unfair labor practices.

Publications:

Wisconsin Employment Relations Board, State Employment Decisions Municipal Employment Decisions (Available from the Board) Also Wisconsin Employment Relations Board: General Rules and Regulations, Statutes. Wisconsin Administrative code for Chapter III, Subchapter V, State Employment Labor Relations Act. Madison, 1967. Also Thirty-first Annual Report of the Wisconsin Employment Relations Board for Period from July 1, 1968 through June 3, 1969. Madison, 1969.

1. "State Employment Labor Relations Act," Subchapter V of Chapter 111, enacted by Chapter 612, 1966 Legislature, effective January 1, 1967, Sections 111.80 - 111.94. (GERR RF-1, 51:5811).
2. Subchapter IV, Chapter 2, Wisconsin Statutes, Section 111.70 - enacted 1959, Subsections 1(c) and (d) enacted 1961 Legislature, as amended by Ch. 124, 1971 Legislature.

GPO 926-969